

Raina Ryan

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TECHNICAL SKILLS

Talent

Recruitment

Operations

HRIS (Workday/BambooHR)

People Practices

Succession Planning • Employee Relations

Compliance

Workplace Investigations • Employment Law

SUMMARY

HR Manager with a track record building high-impact solutions and improving KPIs.

WORK EXPERIENCE

HR Business Partner — Lubowitz Inc (2023 - 2024)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Rolled out benefits and L&D programs that increased retention in key teams by 23%.
- Implemented a performance review program which improved engagement scores by 14 points.

Talent Acquisition Manager — Cummings - Zemlak (2024 - 2024)

- Implemented a performance review program which improved engagement scores by 10 points.
- Managed complex employee relations issues and maintained compliance with local employment law.

HR Business Partner — Greenholt - Ullrich (2016 - 2021)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Implemented a performance review program which improved engagement scores by 14 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 19%.

HR Business Partner — Nolan, Baumbach and Waters (2020 - 2025)

- Rolled out benefits and L&D programs that increased retention in key teams by 20%.
- Led recruitment for 68 roles across EMEA/US, reducing time-to-hire by 18%.
- Implemented a performance review program which improved engagement scores by 19 points.

PROJECTS

conscendo correptius - Persevering tertiary complexity

clibanus toties convoco - Integrated composite leverage <https://far-flung-obedience.net/>

CERTIFICATIONS

- CIPD Level 5/7
- SHRM-CP